

# State of Colorado



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## DPA

**Department of Personnel  
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[www.colorado.gov/dpa](http://www.colorado.gov/dpa)

DATE: October 27, 2004

TO: Directly Affected Employees through Agency HR Administrators  
American Federation of State, County, Municipal Employees  
Colorado Association of Public Employees  
Colorado Federation of Public Employees  
Colorado State Patrol Protective Association

FROM: Karen Fassler, Total Compensation Manager

SUBJECT: **Official Notice of Proposed Change - JEL 05-01**

JEL 05-01 has been released. This proposal contains the changes to the Enforcement and Protective Services occupational group and class series, due to statutory change. Implementation will be December 1, 2004. There is no fiscal impact from this study. Please share this information with your appointing authorities, affected employees, budget officers and any others in your agency.

Statute requires that directly affected employees and employee organizations be notified of proposed changes to the system prior to changes being finalized and implemented. By Personnel Director's Administrative Procedure P-2-3 and Personnel Board Rule R-1-7, notice to employees of these proposed changes shall be provided by appointing authorities. Agency personnel administrators are responsible for providing this information to their respective appointing authorities. **APPOINTING AUTHORITIES ARE RESPONSIBLE FOR DISTRIBUTING THIS INFORMATION TO DIRECTLY AFFECTED EMPLOYEES BEFORE THE DEADLINE SPECIFIED BELOW.**

No class description is final until approved for implementation by the state personnel director. Employees should contact their agency personnel offices for further information. Information is also available on the web at [www.colorado.gov/dpa](http://www.colorado.gov/dpa).

**The following public meeting is scheduled to fulfill the department's "meet and confer" obligation.**

November 10, 2004, at 2:00 p.m.  
1313 Sherman St., Denver, in room 220

All meet and confer activities must be concluded by **November 19, 2004**, in order to be considered before the study is finalized and implemented. For additional information, please contact Travis Engelhardt at 303-866-4252. Written comments may be faxed to 303-866-2458, e-mailed to [Travis.Engelhardt@state.co.us](mailto:Travis.Engelhardt@state.co.us), or mailed to the following address by November 19, 2004.

ATTN: Travis Engelhardt  
Department of Personnel & Administration  
1313 Sherman St., room 122  
Denver, CO 80203

## SUMMARY OF SYSTEM CHANGES

JE Letter #: 05-01  
Date of Letter: 10/27/04

### Total Compensation Systems

\* P = proposed; F = final (only F is to be entered into EMPL and ADS)

P or F*	CD Changes			Current Class		New Class		Occ Grp		Grade		Pay Diff.		Effective Date
	New	Rev	Abol	Code	Title (limit 25 characters)	Code	Title (limit 25 characters)	From	To	From	To	From	To	
P		X		A1A1TX	Corrections Case Mgr I	A1A1TX	Corrections Case Mgr I	EPS	EPS	A30	A30	1	1	12/1/04
P		X		A1A2XX	Corrections Case Mgr II	A1A2XX	Corrections Case Mgr II	EPS	EPS	A34	A34	1	1	12/1/04
P		X		A1A3XX	Corrections Case Mgr III	A1A3XX	Corrections Case Mgr III	EPS	EPS	A36	A36	0	0	12/1/04
P		X		A1D1IX	Corr/Yth/Clin Sec Intern	A1D1IX	Corr/Yth/Clin Sec Intern	EPS	EPS	A13	A13	1	1	12/1/04
P		X		A1D2TX	Corr/Yth/Clin Sec Off I	A1D2TX	Corr/Yth/Clin Sec Off I	EPS	EPS	A22	A22	1	1	12/1/04
P		X		A1D3XX	Corr/Yth/Clin Sec Off II	A1D3XX	Corr/Yth/Clin Sec Off II	EPS	EPS	A26	A26	1	1	12/1/04
P		X		A1D4XX	Corr/Yth/Cln Sec Spec III	A1D4XX	Corr/Yth/Cln Sec Spec III	EPS	EPS	A30	A30	1	1	12/1/04
P		X		A1D5XX	Corr/Yth/Cln Sec Supv III	A1D5XX	Corr/Yth/Cln Sec Supv III	EPS	EPS	A30	A30	1	1	12/1/04
P		X		A1D6XX	Corr or Yth Sec Off IV	A1D6XX	Corr or Yth Sec Off IV	EPS	EPS	A36	A36	1	1	12/1/04
P		X		A1D7XX	Corr or Yth Sec Off V	A1D7XX	Corr or Yth Sec Off V	EPS	EPS	A40	A40	0	0	12/1/04
P		X		A1K1TX	Corr Supp Lic Trades Supv I	A1K1TX	Corr Supp Lic Trades Supv I	EPS	EPS	A27	A27	1	1	12/1/04
P		X		A1K2XX	Corr Supp Lic Trades Supv II	A1K2XX	Corr Supp Lic Trades Supv II	EPS	EPS	A31	A31	1	1	12/1/04
P		X		A1K3XX	Corr Supp Lic Trades Supv III	A1K3XX	Corr Supp Lic Trades Supv III	EPS	EPS	A36	A36	0	0	12/1/04
P		X		A1L1TX	Corr Supp Trades Supv I	A1L1TX	Corr Supp Trades Supv I	EPS	EPS	A26	A26	1	1	12/1/04
P		X		AIL2XX	Corr Supp Trades Supv II	AIL2XX	Corr Supp Trades Supv II	EPS	EPS	A30	A30	1	1	12/1/04
P		X		A1L3XX	Corr Supp Trades Supv III	A1L3XX	Corr Supp Trades Supv III	EPS	EPS	A36	A36	0	0	12/1/04
P		X		A1L4XX	Corr Supp Trades Supv IV	A1L4XX	Corr Supp Trades Supv IV	EPS	EPS	A40	A40	0	0	12/1/04
P		X		A2A1IX	Criminal Investigator Int	A2A1IX	Criminal Investigator Int	EPS	EPS	A32	A32	0	0	12/1/04
P		X		A2A2TX	Criminal Investigator I	A2A2TX	Criminal Investigator I	EPS	EPS	A38	A38	0	0	12/1/04
P		X		A2A3XX	Criminal Investigator II	A2A3XX	Criminal Investigator II	EPS	EPS	A44	A44	0	0	12/1/04

P or F*	CD Changes			Current Class		New Class		Occ Grp		Grade		Pay Diff.		Effective Date
	New	Rev	Abol	Code	Title (limit 25 characters)	Code	Title (limit 25 characters)	From	To	From	To	From	To	
P		X		A2A4XX	Criminal Investigator III	A2A4XX	Criminal Investigator III	EPS	EPS	A50	A50	0	0	12/1/04
P		X		A2A5XX	Criminal Investigator IV	A2A5XX	Criminal Investigator IV	EPS	EPS	A52	A52	0	0	12/1/04
P		X		A3C1TX	Community Parole Off	A3C1TX	Community Parole Off	EPS	EPS	A92	A92	0	0	12/1/04
P		X		A3C2XX	Community Parole Team Ldr	A3C2XX	Community Parole Team Ldr	EPS	EPS	A35	A35	0	0	12/1/04
P		X		A3C3XX	Community Parole Supv	A3C3XX	Community Parole Supv	EPS	EPS	A39	A39	0	0	12/1/04
P		X		A3C4XX	Community Parole Mgr	A3C4XX	Community Parole Mgr	EPS	EPS	A43	A43	0	0	12/1/04
P		X		A4A1IX	State Patrol Intern	A4A1IX	State Patrol Intern	EPS	EPS	A81	A81	0	0	12/1/04
P		X		A4A3TX	State Patrol Trooper	A4A3TX	State Patrol Trooper	EPS	EPS	A82	A82	0	0	12/1/04
P		X		A4A4XX	State Patrol Trooper III	A4A4XX	State Patrol Trooper III	EPS	EPS	A83	A83	0	0	12/1/04
P		X		A4A5XX	State Patrol Supervisor	A4A5XX	State Patrol Supervisor	EPS	EPS	A84	A84	0	0	12/1/04
P		X		A4A6XX	State Patrol Admin I	A4A6XX	State Patrol Admin I	EPS	EPS	A85	A85	0	0	12/1/04
P		X		A4A7XX	State Patrol Admin II	A4A7XX	State Patrol Admin II	EPS	EPS	A86	A86	0	0	12/1/04
P		X		A4B1IX	Police Officer Intern	A4B1IX	Police Officer Intern	EPS	EPS	A23	A23	0	0	12/1/04
P		X		A4B2TX	Police Officer I	A4B2TX	Police Officer I	EPS	EPS	A27	A27	0	0	12/1/04
P		X		A4B3XX	Police Officer II	A4B3XX	Police Officer II	EPS	EPS	A32	A32	0	0	12/1/04
P		X		A4B4XX	Police Officer III	A4B4XX	Police Officer III	EPS	EPS	A39	A39	0	0	12/1/04
P		X		A4B5XX	Police Administrator I	A4B5XX	Police Administrator I	EPS	EPS	A45	A45	0	0	12/1/04
P		X		A4B6XX	Police Administrator II	A4B6XX	Police Administrator II	EPS	EPS	A49	A49	0	0	12/1/04
P		X		A4C1TX	Safety Security Off I	A4C1TX	Safety Security Off I	EPS	EPS	A27	A27	0	0	12/1/04
P		X		A4C3XX	Safety Security Off III	A4C3XX	Safety Security Off III	EPS	EPS	A36	A36	0	0	12/1/04
P		X		A9A1TX	ANG Patrol Officer I	A9A1TX	ANG Patrol Officer I	EPS	EPS	A12	A12	1	1	12/1/04
P		X		A9A2XX	ANG Patrol Officer II	A9A2XX	ANG Patrol Officer II	EPS	EPS	A16	A16	1	1	12/1/04
P		X		A9A3XX	ANG Patrol Officer III	A9A3XX	ANG Patrol Officer III	EPS	EPS	A22	A22	1	1	12/1/04



# **SYSTEM MAINTENANCE STUDY**

## **NARRATIVE REPORT -- PROPOSED CHANGES**

### **Enforcement and Protective Services (EPS) Occupational Group**

**Conducted FY 2004-2005**

#### **BACKGROUND AND PURPOSE OF STUDY**

This system-wide study is part of the state personnel director's statutory responsibility, C.R.S. 24-50-104(1)(b), for maintaining and revising the system of classes covering all positions in the state personnel system. Such maintenance may include the assignment of appropriate pay grades that reflect prevailing wage as mandated by C.R.S. 24-50-104(1)(a). The state personnel director has delegated authority for system studies to the Division of Human Resources (hereafter "the division").

This study was initiated in response to the passage of HB03-1266. The new law changed the definition of a peace officer and no longer differentiates between status levels (e.g., Peace Officer Level I or Level II). Under C.R.S. 16-2.5-101 et seq., peace officers are defined by specific occupation and identified by whether Peace Officers Standards and Training (P.O.S.T.) Board certification "shall or may" be required. Those specific occupations that "shall or may" require P.O.S.T. certification are the occupations currently in the EPS occupational group. Because the division's intent is to keep the current occupational group structure intact, the occupational group definition needs to be updated to accurately reflect the change in statute. This occupational group definition revision will not change the nature of work and will keep the current class structure. No class series will be moved in or out of the EPS occupational group as a result of this study.

#### **MEET AND CONFER ON PROPOSED RESULTS**

C.R.S. 24-50-104(1)(b) requires the division to meet and confer with affected employees and employee organizations, if requested, regarding the proposed changes before they are implemented as final. The deadline by which all "meet and confer" activity must conclude in order to implement the recommendations on December 1, 2004, is November 19, 2004. In an effort to proactively facilitate this process, a public meeting is scheduled for November 10, 2004, at 2:00 p.m. The meeting will be held at 1313 Sherman Street, Denver, in Room 220. If unable to attend the scheduled meeting, comments may be sent to the Division of Human Resources at 1313 Sherman Street, Room

122, Denver, CO 80203, attention Travis Engelhardt, emailed to [travis.engelhardt@state.co.us](mailto:travis.engelhardt@state.co.us), or faxed to 303-866-2458. All comments must be received no later than 5:00 p.m., November 19, 2004.

## FISCAL IMPACT FOR IMPLEMENTATION YEAR

This study has no fiscal impact.

## RECOMMENDATIONS

### I. Occupational Group

An occupational group definition change only. No classes will be moved in or out of the occupational group. (Bold indicates new language.)

EPS occupational group definition: These occupations perform services where peace officer ~~Level I or Level II~~ status is granted by statute with the authority and duty to enforce criminal laws and are responsible for the prevention, detection, and investigation of crime. Included are supervisors and administrators. This group is concerned with the protection of persons and property against loss, injury, or disturbance resulting from criminal acts, accidents, and other hazards. Training and skill in the use of weapons are typically required, as is the periodic qualification with such weapons. **Employees Positions in this group** must satisfy requirements set forth in statute to carry out their commission and duties, and “**shall or may**” require certification by the Peace Officers Standards and Training (P.O.S.T.) Board **as specified in statute**.

NOTE: Occupations performing inspection or regulatory functions for the purpose of maintaining compliance with technical or professional standards, specifications, contracts, or civil code are not included in this occupational grouping. **Additionally, those occupations that have peace officer status, but do not have a statutory P.O.S.T. Board certification requirement are not included in this occupational group.** Such occupations are best evaluated in the ~~families~~ **occupational group** containing their specific professions.

### II. Class Descriptions

The following statements will be added or revised to the specific class description to replace the incorrect statutory citation. These statements are the only changes to the class descriptions. The full text of the official updated class descriptions will be available on the DPA website, when the study is final. (Bold indicates new language.)

*A1A - Corrections Case Manager.* Basic peace officer level definitions are found in C.R.S. ~~18-1-901-16-2.5-135~~, with specific authorities found in agency supporting statutes or appointing authorities' delegations **and may require P.O.S.T. Board certification**.

*A1D - Correctional, Youth, or Clinical Security Officer.* Basic peace officer level definitions relating to **adult** offenders ~~and juvenile probation~~ are found in C.R.S. ~~18-1-901-16-2.5-135~~,

with specific authorities for individual agencies or departments found in their agency supporting statutes or appointing authorities' delegations. ~~Youth detainment authorities are found in C.R.S. 19-2-201 and according to appointing authority delegations.~~ The mental health treatment and security requirements are found in C.R.S. ~~18-1-901~~ **16-2.5-140** and 27-10-101. **Positions may require P.O.S.T. Board certification.**

*A1K - Correctional Support Licensed Trades Supervisor, A1L - Correctional Support Trades Supervisor.* **Basic peace officer level definitions are found in C.R.S. 16-2.5-135, as assigned by the Department of Corrections executive director, and may require P.O.S.T. Board certification.**

*A2A - Criminal Investigator.* Basic peace officer definitions are found in C.R.S. ~~18-1-901~~ **16-2.5-113, 16-2.5-123 through 126, 16-2.5-129, and 16-2.5-134**, with other specific authorities found in agency supporting statutes **and may require P.O.S.T. Board certification.**

*A3C - Community Parole.* Positions in this series have ~~peace officer Level Ia~~ authority, designated by ~~state~~ statute and department directives, to enforce laws and physically detain or arrest others and use deadly force. Basic peace officer definitions are found in C.R.S. ~~18-1-901~~ **16-2.5-136**, with specific authorities found in agency supporting statutes **and shall require P.O.S.T. Board certification.**

*A4A - State Patrol.* ~~By statute, positions above the cadet level are commissioned as peace officers as~~ **Basic peace officer definitions are** found in C.R.S. ~~18-1-901~~ **16-2.5-114**, with specific authorities found in their agency supporting statutes or delegations made by the executive director **and shall require P.O.S.T. Board certification.**

*A4B - Police Officer.* Basic peace officer definitions are found in C.R.S. ~~18-1-901~~ **16-2.5-105, 16-2.5-120, and 16-2.5-139**, with specific authorities for individual agencies or departments found in their agency supporting statutes or delegations made by executive directors, presidents, or governing boards **and shall require P.O.S.T. Board certification.**

*A4C - Safety Security Officer.* By statute, C.R.S. ~~18-1-901~~ **16-2.5-141**, positions have peace officer status with specific authorities for individual agencies found in their supporting statutes or delegations made by appointing authorities **and may require P.O.S.T. Board certification.**

*A9A - Air National Guard Patrol Officer.* The law enforcement authorities for positions in these classes are found in federal guidelines and are considered equivalent to ~~peace officers Level H~~ as found in CRS ~~18-1-901~~ **16-2.5-141** **and may require P.O.S.T. Board certification.**

### **III. Class Conversion and/or Placement**

No class conversion or placement.